

EDITED KSA LISTING

CLASS: Senior Psychologist, CF (Supervisor)

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
	Knowledge of:
K1.	Expert knowledge of principles, techniques and trends in psychology with particular reference to human development (e.g., moral, intellectual, emotional, social, etc.) in order to assess, diagnose, and treat inmate-patients and supervise clinical staff as they assess, diagnose, and treat inmate-patients.
K2.	Expert knowledge of principles, techniques and trends in psychology with particular reference to personality assessment (e.g., behavior, attitudes, values, beliefs, individual differences, etc.) in order to assess, diagnose, and treat inmate-patients and supervise clinical staff as they assess, diagnose, and treat inmate-patients.
K3.	Expert knowledge of principles, techniques and trends in psychology with particular reference to learning theories (e.g., motivation, adaptation, intelligence, behavioral change, etc.) in order to assess, diagnose, and treat inmate-patients and supervise clinical staff as they assess, diagnose, and treat inmate-patients.
K4.	Expert knowledge of principles of psychological testing and assessment (e.g., intelligence, personality, etc.) in order to determine the appropriate clinical application of various psychological tests and assessments, assess and diagnose inmate-patients, and develop individualized treatment plans and evaluate their effectiveness.
K5.	Advanced knowledge of correctional psychology in order to understand and provide appropriate clinical care to inmate-patients, and assist new clinical employees in adapting their training and specialties to working with an inmate-patient population.
K6.	Expert knowledge of characteristics of mental disorders as outlined in the Diagnostic and Statistical Manual (DSM) in order to provide a comprehensive mental health diagnosis and an appropriate level of care, depending upon the inmate-patient's level of functioning.
K7.	Expert knowledge of research methodology, statistics, and program evaluation in order to evaluate the needs and effectiveness of the various mental health programs and their overall quality.
K8.	Expert knowledge of outcome-based treatment modalities (e.g., cognitive-behavioral therapy, relapse prevention, social skills training, psycho-educational skills training, etc.) in order to provide appropriate clinical treatment to inmate-patients.
K9.	Expert knowledge of group dynamics in order to provide appropriate clinical treatment to inmate-patients, and enhance productivity of staff committees and meetings.

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K10.	Advanced knowledge of clinical staff functions (e.g., Psychologists, Psychiatric Social Workers, Psychiatrists, Psychiatric Technicians, Psychometrists, etc.) in various correctional mental health programs and settings (e.g., crisis beds, out-patient treatment, in-patient care, Administrative Segregation, Special Housing Unit, Psychiatric Housing Unit, etc.) in order to ensure that staff work within the scope of their license, and ensure adequate coverage and maximum utilization of staff for all mental health programs.
K11.	Advanced knowledge of recent state and federal court rulings and laws in the field of correctional mental health services (e.g., Clark, Coleman, Plata, Armstrong, Tarasoff, Keyhea, Madrid, etc.) in order to provide services that comply with federal lawsuits and state laws and regulations.
K12.	Expert knowledge of current trends and research in the field of correctional mental health in order to apply the most effective, outcome-based assessments and treatments to inmate-patients.
K13.	Expert knowledge of professional training (e.g., ethical guidelines, standards of practice, licensing laws, Health Information Portability Act, etc.) in order to maintain licensure and ensure that clinical staff work within their scope of practice and ethical guidelines.
K14.	Basic knowledge of community and departmental resources (e.g., halfway houses, Parole Outpatient Clinics, transitional case management programs, etc.) utilized by the prison population in order to provide for continuity of care to inmate-patients as they transition back into the community.
K15.	Advanced knowledge of principles of personnel management and supervision in order to perform the personnel functions of the job (e.g., hiring, discipline, training, terminations, recruiting, supervising, etc.), promote staffs' professional development, etc.
K16.	Basic knowledge of the Department's Equal Employment Opportunities (EEO) Program and the processes available to meet EEO objectives in order to ensure fair and equal treatment of all job applicants and staff.
K17.	Expert knowledge of the assessment and treatment of developmental disabilities in order to appropriately classify and treat developmentally disabled inmate-patients, and provide the appropriate level of placement, depending upon the inmate-patient's adaptive support needs and level of functioning.
K18.	Advanced knowledge of the social psychology of the prison environment (e.g., gang membership, cultural differences, lockdowns, highly structured and controlled systems, etc.) in order to understand how the context of the environment impacts social interactions between staff and inmate-patients, inmates' and staffs' attitudes and behavior, and the clinician's ability to apply his or her profession.

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	Skill to:
S1.	Skill to clinically assess and diagnose mental illnesses (e.g., schizophrenia, schizo-affective disorder, major depression, bipolar, etc.) in order to appropriately classify and treat these illnesses, determine the appropriate level of care, provide individualized treatment, and supervise staff who are assessing and diagnosing inmate-patients.
S2.	Skill to perform research (e.g., research design, data collection and analysis, etc.) in order to evaluate the effectiveness and needs of programs and interventions; track access to care, continuity of care, etc.
S3.	Skill to create reports (e.g., organizing information into a written format, create tables and graphs, etc.) in order to share information about the mental health program and make recommendations.
S4.	Skill to treat inmate-patients in order to provide therapy, and supervise staff who are treating inmate-patients.
S5.	Skill to solve problems in order to meet standards of care within the resource and program limitations of the correctional setting, assign staff duties, help staff resolve personal conflicts, cope with emergency situations encountered during the course of the job, etc.
S6.	Skill to communicate effectively in order to train clinical and non-clinical staff; consult with upper management, outside agencies, organizations, and subordinates; etc.
S7.	Skill to lead (e.g., motivate, direct, and listen to staff) in order to gain acceptance for new policies, procedures, and program guidelines and effectively incorporate them into the mental health program; motivate staff to uphold the highest professional standards in the course of their duties; encourage staff to continue their professional development and provide unique contributions to the field of correctional psychology; allocate duties and responsibilities of the program; request staff feedback and incorporate it into decision-making, maintain integrity of mental health department while insuring that institution needs are met, etc.
S8.	Skill to supervise clinical staff in order to delegate responsibilities among staff within their scope of practice, ensure standards of care and ethical guidelines are followed, consult with staff on complex cases and issues, improve the level of clinical expertise, ensure unlicensed staff become license eligible, etc.
S9.	Skill to organize material and staffing resources in order to maximize productivity and the integration of various program; adapt to changing demands; ensure staff have access to inmates, forms, equipment, case records, and other needed resources, systems, and programs; and ensure that information is communicated to the necessary programs and individuals inside the correctional setting.

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S10.	Skill to use various computer programs (e.g., databases and tracking systems, statistical programs, word processing programs, etc.) in order to track and evaluate program effectiveness, increase staff access to necessary information (e.g., treatment plans and progress, diagnosis, assessments, scheduling appointments, etc.), create tables and reports for upper management, staff and court monitors, etc.
S11.	Skill to apply effective coping strategies in order to decrease stress in self and staff and recognize unhealthy stress levels in others that may require intervention (e.g., referrals to Employee Assistance Program, time to deescalate emotions, etc.).
S12.	Skill to integrate various sources of information into a comprehensive plan of action in order to provide more comprehensive clinical assessment and treatment goals (e.g., utilizing sources such as inmate central file, clinical diagnoses and assessments, interview data, staff reports, etc.); and to integrate various organization policies and procedures, directives, etc. and apply them to specific situations and create corrective action plans for programmatic development.
	Special Personal Characteristics:
SPC1.	Empathetic understanding and respect towards staff and inmates in order to create a positive working relationship.
SPC2.	Scientific, personal, and professional integrity in order to apply ethical principles and guidelines to interactions with inmate-patients and staff, and manifest high moral character during the course of your work.
SPC3.	Emotional stability in order to be accessible to staff, share ideas, demonstrate professional bearing under pressure and during conflicts, etc.
SPC4.	Tact in order to give productive feedback to staff, encourage and motivate staff to participate and express ideas, be socially and personally sensitive to the behavioral nuances of staff and inmates, etc.
SPC5.	Flexibility in order to adjust to new situations and demands.

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	Special Physical Characteristics:
SPhC1.	Must be reasonably expected to have sufficient strength, agility and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.
SPhC2.	Willing to perform duties in adverse work conditions (e.g., heat, cold, walking long distances, climbing multiple staircases/tiers, etc.)

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	Working Conditions:
WC1.	Willingness to abide by and adhere to safety policies and provisions (e.g., wear personal alarms, carry whistle, etc.) applicable to specific work tasks performed.
WC2.	Willingness to work in a State correctional facility at various custody/security levels.
WC3.	Willingness to provide mental health care to inmates/parolees in a professional, ethical, and tactful manner.
WC4.	Willingness to work in various mental health settings and programs within the institution and/or Parole Outpatient Clinics.
WC5.	Willingness to be called as a witness in court proceedings as a function of your employment with the department.
WC6.	Willingness to actively participate in the peer review and clinical quality review process.
WC7.	Willingness to comply with tuberculosis screening requirements.
WC8.	Willingness to work with inmates/parolees who may be infected with contagious diseases such as Hepatitis C or HIV/AIDS.
WC9.	Willingness to work around peace officers armed with chemical agents and/or weapons.
WC10.	Willingness to abide by and adhere to the departmental dress code.
WC11.	Willingness to accept constructive criticism and respond appropriately.
WC12.	Willingness to respond to changes in the work unit in a positive, professional manner.

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WC13.	Willingness to promote positive, collaborative, professional working relations among co-workers both within and outside the mental health unit.
WC14.	Willingness to provide instruction or oversight regarding departmental policies, procedures, standards, and practices to other employees, outside consultants, and/or members of the public.
WC15.	Willingness to work professionally with individuals from a wide range of cultural backgrounds.
WC16.	Willingness to work in a team environment to complete assigned work tasks.
WC17.	Willingness to work weekends, holidays, and/or on-call hours on an as-needed and emergency basis.
WC18.	Willingness to travel occasionally upon short notice to work sites away from assigned work location, which could require overnight stays or multiple-day trips.
WC19.	Willingness to comply with the American Psychological Association's Ethical Principles of Psychologists, Code of Conduct, and laws related to the practice of psychology.
WC20	Willingness to report unethical and/or illegal behavior on the part of departmental staff.
WC21	Willingness to comply with departmental training requirements.
WC22	Willingness to maintain your license in good standing.
WC23	Willingness to work with possibly hostile or aggressive patients.